



## Chief's Brief.....

Greetings and welcome to the first newsletter of 2011!

It's been a challenging time since our December missive. The constant stress of budget questions and possible layoffs was draining on everyone - it's a relief that is over, for now. The department made it through the FY2010-11 budget year relatively unscathed. Kudos to the management team and line staff for making that possible and adjusting to the shifting workloads (again) – Thank you all.

Fiscal year 2011-12 is going to be a challenge of another sort altogether. The state budget that was signed by the Governor, though it restored funding for our juvenile programs, will have significant impacts by imposing massive cuts to social programs while realigning state Corrections populations to counties. The total impacts are going to be far-reaching and have been difficult to predict, but staff has been working diligently to understand the changes to felony sentencing laws and prepare for the supervision and intervention challenges that will come with the new populations. Likewise, I've been busy working with stakeholders in our Community Corrections Partnership to begin developing a local plan in response to these changes. It's a time of great opportunity to create a plan that's responsive to Humboldt County's unique criminal justice needs. The law clearly tasks us with putting programs in place that will achieve improved outcomes and results with offenders, and collaboration will be key to the effectiveness of the plan. Fortunately, the efforts of the department for the past several years in adopting tools, practices and programs that have demonstrated effectiveness at reducing recidivism, and further strengthening interagency relationships, will serve us well as we move forward with these landmark changes.

On the administrative front, we reluctantly bade farewell to our beloved Legal Office Business Manager, Doris Echeveria, at the end of the fiscal year as she moved into retirement mode and spending quality time with her grandbabies. We've seen her around here and there and she looks positively radiant – we couldn't be happier for her. I am proud to announce the promotion of Mark Maglady to the Business Manager position. In the short time Mark has been with the department he has continually stepped up to meet challenges as our Administrative Services Officer, and has proven himself in that capacity. Likewise, following Doris' departure he took the acting position and continued to shine. Congratulations Mark! We'll focus next on filling the vacant ASO position.

Finally, we just received notice that we were ranked 2<sup>nd</sup> in the competitive grant process for the Evidence-Based Practices Program through the Corrections Standards Authority and that we will receive \$290,390 over the two-year grant cycle beginning October 1st. This is a testament to the department's long-term dedication to continuous quality improvement of practices and services. The grant will increase the department's ability to better measure the effectiveness of the tools and programs we've implemented and help us make better informed decisions based on internal data. It will fund an Administrative Analyst position, bring training to staff on the proven effective case management program – EPICS, allow us to integrate our JAMS system with Assessments.com data, and provide a roadmap for the department's overall implementation plan for effective programs into the future.

It's an exciting time! I'm proud to be at the helm of this great organization, and have every confidence in our staff's ability to rise to the many challenges ahead.

"Desire is the key to motivation, but it's the determination and commitment to an unrelenting pursuit of your goal - a commitment to excellence - that will enable you to attain the success you seek." --Mario Andretti

County of Humboldt

# PROBATION reporter

### NEWSLETTER COMMITTEE MEMBERS

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At this writing in this very moment in time the Juvenile Hall population is lower than the Regional Facility with populations of 9 and 13, respectively. It doesn't happen often and it could change in a matter of minutes, but it is interesting to note when it does happen. We will certainly enjoy it until the seasonal "Fall Run" happens in mid to late September when crowding historically begins to become problematic. The JH has been under capacity on a regular basis for quite some time, in fact, the average daily population since August 2010 is a hair over 21 minors for our forty-one year old 26-bed facility. Speaking of our forty-one year old Juvenile Hall...our construction grant was awarded in December 2010 and since then some progress has been made in putting together information required by the state regarding where the facility would be built, how we plan provide the cash match, and reviewing state



## Detention Mentions

By Director Tim Toste.....

contracts. It's a slow process, but it is moving forward. When some internal cash flow issues are remedied County Public Works staff will begin putting together requests for qualifications and requests for proposals for architectural, construction management, and construction services. Actual construction could be a year or more into the future.

The Regional Facility continues to provide excellent service to high risk, high need youth for Humboldt and other counties around the state. In the past year we've had minors from Mendocino and Nevada Counties. Unfortunately, our average population has been a low 12.5 for the past year. We continue to seek appropriate referrals from PO's and other counties.

There have been some staff changes since our last issue. In the Juvenile Hall Amber Smith was promoted to substitute Senior JCO due to an approved extended leave of absence. Patrick Del Rosario was promoted to Senior

JCO in Juvenile Hall. Cindy Mowrey transferred from her regular part-time JCO position to a full time position in Juvenile Hall. Donald Becnel and Molly Turner were both recently hired into regular part-time JCO positions in Juvenile Hall. The Juvenile Hall is fully staffed for the first time in months.

Tony Delgado resigned from his Supervising JCO position in the Regional Facility and moved out of the area with his family. Sam Gentle was promoted to Supervising JCO while Robert Bisgrove and Brian Corning were promoted to Senior JCO positions in the Regional Facility. Finally, Tim Kindley and Nick Farnsworth are new regular part-time and full time JCO's, respectively. We gained a new mental health clinician in the Regional Facility. Sonja Levy-Boyd replaced Jennifer Phillips who was reassigned to the clinic. We thank Jennifer for her good work while she was here and welcome Sonja who is doing a good job and adjusting well.



## Fiesta Zucchini

Submitted by : Jody Green  
Courtesy of: [www.Food.com](http://www.Food.com)



- 2 tablespoons olive oil
- 1 lb zucchini (about 3), quartered lengthwise, cut crosswise into 1/2-inch-wide pieces
- 3 garlic cloves, minced
- 1/4 teaspoon dried oregano, crumbled
- 1/2 cup salsa
- 1/2 cup shredded Monterey jack cheese

Heat olive oil in heavy medium skillet over medium heat. Add zucchini, garlic, and oregano; sauté about 2 minutes, until garlic is just golden. Add salsa, lower heat, and simmer until zucchini is just tender, around 4-6 minutes.



# Juvenile Happenings

By: Jody Green, Juvenile Division Director

Business as usual in the juvenile world entails embracing new initiatives and regulatory changes on a regular basis. Last year, we implemented the relative notification process and finalized implementation of foster youth education laws. This year we are working on the entry of cases into the Child Welfare Services Case Management System (CWS/CMS), the implementation of AB12, and the return of DJJ parolees to our county. In addition, we are hopeful to have JAMS fully implemented in the immediate future.



Because youth from the foster care system are at greater risk for homelessness, poor education outcomes, criminality, and a host of other **“adult” problems, laws and regulations are frequently introduced and enacted** to counteract these negative impacts and to reduce the number of youth entering the foster care system. These ever changing regulations require a close working relationship with our Child Welfare partners and with the Administrative Office of the Courts which provides assistance to counties attempting to abide by regulatory changes and Title IV-E requirements.

Currently, the Family Reunification Unit (FRU) staff, along with Mark Magladry and Arlene Woody, have been working with State and local CWS officials in implementing CWS/CMS. The CMS system is a much more complex case management system than JAMS. It is a statewide CWS system that tracks children from initial referral throughout the life of the case. Probation Departments across the state are now required to enter foster care cases into that system. Data is then extracted from the system and reported to State and Federal authorities to monitor compliance with foster care system improvement outcomes. Thank you to the FRU staff and Mark and Arlene for their hard work on this project.

AB12 is a bill passed last year that extends the age limit for youth to remain in foster care beyond their 19<sup>th</sup> birthday. The new law will be phased in until, ultimately, in 2014 youth may remain in care until their 21<sup>st</sup> birthday. The law is rather complex and requires collaboration with CWS to in order to implement. Work groups have been formed and are beginning to meet in order for Humboldt County to develop our own AB12 plan.

Also new to the juvenile (and adult!) divisions this year is the return of DJJ parolees to their counties of origin. Thankfully, due to our diligence in offering community based rehabilitative services for a number of years, we send few youth to the Division of Juvenile Justice. The youth returning to Humboldt County directly from DJJ are now young adults. No youth currently on DJJ Parole and under the supervision of DJJ Parole Officers will be sent to this county – only those youth currently incarcerated. Because this offender population is largely no longer eligible for juvenile services but their court cases remain in juvenile court our department (among some other departments) made a decision to have the cases supervised by adult DPOs while the court work **will be handled by juvenile officers. Our “test case”, a 24 year-old**, arrived recently and is currently supervised in the adult division. Kudos to Petrina Fennell and Darren Ghisetti for being the guinea pigs on this one!

*Continued on page 4.....*



# Juvenile Happenings

Juvenile progress on JAMS has been slow and steady. Our IT programmer has been delayed by other departments' projects, but we should be back on his agenda now. In the meantime, a workgroup is meeting to agree on screen functions and drop down menus. Because of the complexity of juvenile records, we anticipate some data conversion issues, but hopefully it won't be too painful.

The administrative support team collects data on juvenile recidivism. Mark Maglady recently provided an analysis between FY09/10 and FY10/11. While our number of wards has decreased (216 vs 178) our percentage of wards recidivating by admitting to a new offense is elevated. Our use of the PACT has decreased the number of youth becoming wards, but the youth who become wards and remain wards are generally higher risk. Anecdotally, at least, it seems the youth who remain on case loads are more active in their offending and are more challenging to supervise. Following is the recidivism data for the two fiscal years:



	FY 09/10	FY10/11
% of wards admitting to 602:	11.57%	20.22%

This upcoming year we plan to gain greater access to PACT data through the use of the Assessments.com data mart feature. This will enable us to learn more about services needed to target specific offender issues.



I would be remiss not to mention the retirement of two long-time employees this past fiscal year - Verna McGaughey and Alan Borchardt. Alan left in October and Verna this past June.

Eventually, Justin Nadigoo transferred to Alan's position, but there will be no back-fill behind Justin. Interviews will be conducted soon to replace Verna (who is quite irreplaceable!) Because of the expansion of the adult division due to AB109, no decision has been made yet about whether transfers to Verna's assignment will be granted. In the meantime, thank you to Jennifer Holcombe and other Intake staff who have picked up the slack in Verna's absence. A thank you is also due for Kevin Bayless and the juvenile field unit for covering in Megan Gotcher's recent leave.

Megan returned to work on August 29. She will be supervising an HSU social work intern, Tirzha Martinez. Despite our lower caseload numbers the past few years, things continue to be busy in the juvenile division. If you ever have any questions about the division, please stop in and ask me or talk to a juvenile supervisor. ~Jody Green, Juvenile Division Director



The nearest way to glory is to strive to be what you wish to be thought to be.

(Socrates)





# OFFICERS CUFFING CANCER

By: Dore Haws



Thanks to everyone's support and generous giving, Officers Cuffing Cancer raised a grand total of \$2,517.78 toward the fight against cancer this year. Our team sends a special "shout out" to the many folks who showed up to walk/run at the Relay 4 Life event, which occurred in July. We had fun at our yummy fundraising events such as the Chili Cook-off and the Summer Hot Dog BBQ/Silent Auction. It was also exciting to see how successful the Officers Cuffing Cancer Tee-shirt sales were, our "graphic designer" is already thinking of new designs for next year!

If you were unable to attend any of our fundraising events, keep an eye out in December-February, when Officers Cuffing Cancer gives the Holiday Party Committee a break and takes over the bi-weekly 50/50 raffle.



Some of the more friendly samplers during the chili cook-off.





# SUNSHINE SNIPPETS

By: Jennifer Holcombe

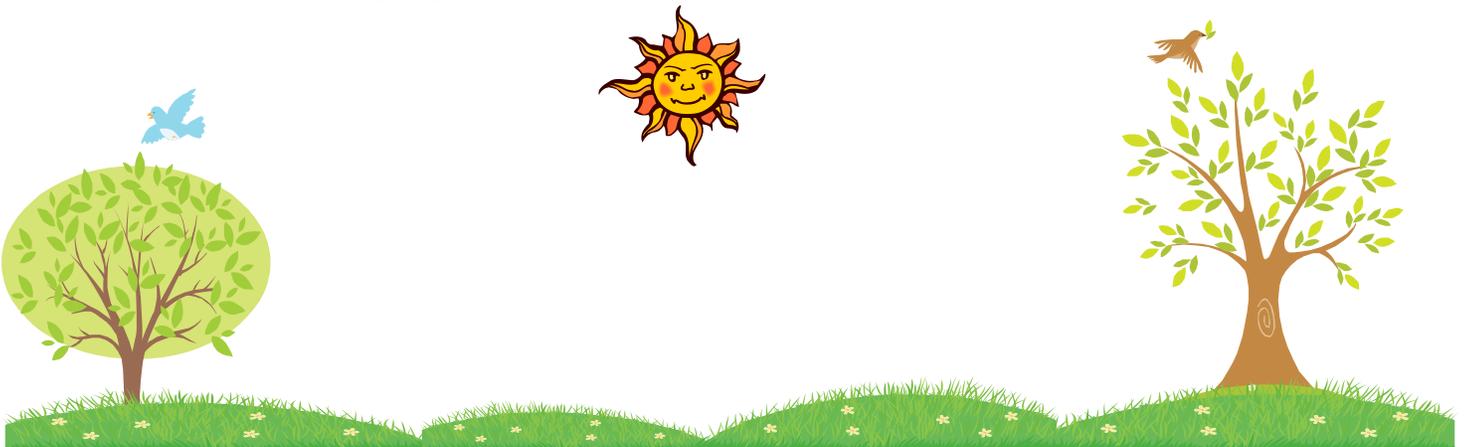
*“There is no investment you can make which will pay you so well as the effort to scatter sunshine and good cheer through your establishment”*

**And sunshine we have had... BUT, there is a fall nip in the air, the leaves are** starting to turn and the holidays will be upon us soon. Sunshine has been quite busy this year spreading good cheer and acknowledging our fellow co-workers. There has been some **question recently if Sunshine is still out there and active. Yes it is! It seems the most noted area that hasn't** been as prevalent has been our potluck gatherings. This is due in part to lack of participation. The last few potlucks have had a very low turn out. Suggestions, thoughts, ideas and volunteers are always welcome in bringing more participation to our events. Although there has been a lull in our potluck parties, Sunshine has acknowledged quite a few events since the last news letter. Some of the acknowledgements include an injured co-worker, three surgeries, a new baby, a wedding, two retirements, and the passing of a beloved pet. In addition, the department mourned the loss of our hard working paper shredder that had been with us for several decades. Sunshine was unsure who to send condolences to, so a moment of silence was observed.

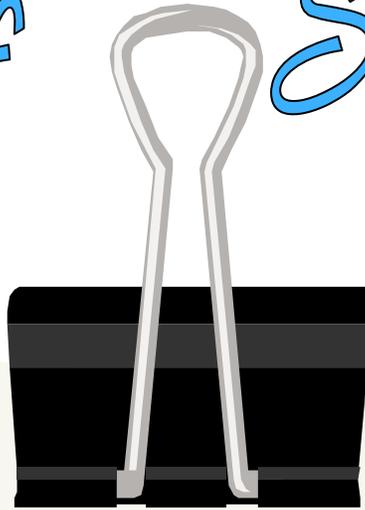
**Between February and March Sunshine sent out several reminders that it was time to “give to the sunshine cause”. We had an overwhelming response and a total of twenty people gave donations. Several** gave beyond what we normally ask. Thank you to everybody who donated. Again this year Sunshine **coupled with the Department's Relay for Life Team** and helped provide side salads for the Departmental Meeting's lunch held in May. **At the departmental meeting several individuals were given their years of service** pins and for our one year employees they received their stainless steel probation logo coffee mug. We have recently ordered a new batch of mugs and as in years past, they are for sale to department employees! They make great gifts, especially with the holidays upon us. The cost per mug is \$15.00.

Thank you everybody for your participation and contribution to the Sunshine Committee. Please feel free to send me any acknowledgement requests as soon as you become aware of them. I try to be prompt in at least getting out a personalized card to individuals so they know they are in our thoughts.

*Here's to more sunny days!!*



# Years of Service...



## JANUARY

Amber Smith 2  
Terry Coddington 5  
Kathleen Ellion 6  
Dayna Wilcox 10  
Jim McCue 16

## February

Justin Nadigoo 2  
Jesika Bradley 2  
Marie Johnson 3  
Jen Padula 4  
Sharon Erickson 5  
Julia Terrini 8  
Sherri McKenna 19  
Tammy Robison 21

## JULY

Rebecca Younger 4  
Dusty Asbill 4  
Tim Jernigan 4  
Jennifer Wilbur 5  
Kevin Bayless 6

## March

Don Mederios 4  
Shaun Brenneman 14  
Vicki Webb 16

## August

Donald Becnel 1  
Page Ludtke 1  
Thomas Halvorsen 2  
Jackson Robbins 3  
Candace Jordan 3  
Karen Maynard 6  
Sara Quenell 7  
Megan Gotcher 11  
Stephanie Smithson 14  
Kevin Samsel 16  
Mark Cory 21

## April

Cathy Filby 2  
Mark Magladry 2  
Kim Sousa 3  
Cheryl Kaska 3  
Gail Adair 4  
Sally Jones 4  
Morgan Douglas 4  
John Morgan 5  
Rik Medley 5  
Beverly Ford 7  
Nikki Kriger 8

## September

John Robey 6  
Robert Bisgorve 7  
John Sampson 11  
Eric Wheeler 11  
Stacey Reyes 12  
Tamara Hansen 14

## May

Mary Porter 2  
Greg Horne 9  
Barbara Robie 9  
Jeanne Kirke 10  
Chris Petersen 10  
Fel Barlow 12  
Arlene Woody 12  
Coral Sanders 12

## June

Patrick Del Rosario 3  
Stephanie Mayr 3  
Chris Brannon 10  
Mike Tully 15  
Brett Moranda 17  
Jody Green 17  
Steve Schanening 19

## Promotions, New Hires , & Good-Byes

Sammy Gentle, Supervising JCO  
Donald Becnel, JCO II  
Brian Corning, Senior JCO  
Nicholas Farnsworth, h/t to f/t  
Mark Magladry, LOBM

Timothy Kindley, JCO I  
Molly Turner, JCO I

Tony Delgado, 5/12/11  
Verna McGaughey, 6/30/11  
Doris Echeveria, 7/1/2011



## Maj or Changes are happening in the Adult Division.

In February 2011, the Division went live with its new case management system, JAMS. JAMS consolidated several independent databases and automated large portions of our work which previously had been done with pen and paper. Staff has done an excellent job with implementation and has settled into using the system in their everyday work.

The field unit, in addition to JAMS implementation, continued to apply the STRONG risk and needs assessment to offenders under our supervision. The tool assists officers in identifying the most significant criminogenic needs of each probationer and tailoring a caseplan to address those issues. In an effort to meet those needs, the field unit staff have been facilitating on-site cognitive behavioral therapy curriculum, Thinking For A Change (T4C). We are currently working with our fourth cohort of felony offenders.

The court investigations unit has continued to receive a steady increase in PSI referrals from the Court over the last six months. Relief, however, is in sight with the expected hiring and addition of another deputy probation officer. The position will address the increase in Pre-sentence investigation referrals from the Court and will assume responsibility for investigating jurisdictional transfers. The position should be filled by the end of October 2011.

### State Realignment:

The biggest change to our system will be the impending Public Safety Realignment (AB109 and AB117). Effective October 1, 2011, the State of California will shift the responsibility for the supervision and housing of a large number of offenders from the Department of Corrections and Rehabilitation to county agencies. This is causing huge changes to our criminal justice system.

Only certain offenders will be sent to state prison. Most who are sentenced to imprisonment will end up serving their time in the county jail. Since the jail is currently at maximum capacity, this will affect our present sanctions and sentencing practices.

The new laws also gave the Courts the flexibility to order offenders to serve a portion of their county im-

**prisonment on probation. These “split sentences” will be a new population for the department to supervise.**

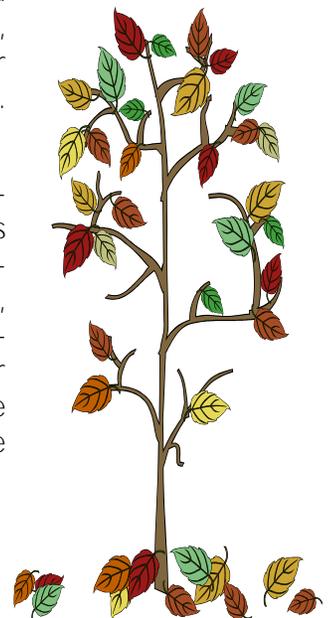
Additionally, our department will be responsible for the supervision of all persons released from prison after the October start date except those who are:

- \*Committed to prison for a serious or violent felony;*
- \*A high risk sex offender;*
- \*Committed to the State Department of Mental Health as a condition of parole;*
- \*Have a parole period longer than three years required by law.*

The new population is called Post Release Community Supervision or PRCS. The PRCS population is subject to administrative sanctions including flash incarceration for violating the terms of their release. Formal revocation will require a new court process which is being developed.

**The Adult Division’s management and senior staff have been meeting regularly to plan for the changes to our system. Revision and creation of policy and procedures has been necessary at all stages of the adult probation system. Work is in progress to create a new unit within the division to supervise the PRCS and Split Sentence offenders. It will include a day reporting center, cognitive behavior therapy groups, and an electronic monitoring program. This will require promotions and hiring of new staff. The recruitment process is in full swing for a Supervising Probation Officer, Senior Probation Officer, and four Deputy Probation Officers. Change is rapidly approaching.**

I would like to recognize the efforts of Kevin Samsel, Morris Pratton, Coral Sanders, Paula Sargent, Duane Smith, Beverly Ford, and Barbara Robie for their efforts on this project. Their work on realignment was done while they continued to manage their already full workload.



# Training....

The Probation Department has finished the training year for fiscal year 2010/11 with the completion of an audit of our training record by the Standards and Training for Corrections (STC) representative. Upon review, the department was found in substantial compliance. A big thank you to all Probation Officers and Juvenile Corrections Officers for your diligence in attending scheduled trainings and for the support of Supervisors, Division Directors, and the Chief, as **it took everyone's best effort to achieve this compliance status.**

*-Mark Magladary, (Ex-Training Coordinator)*



## CJI Supervisor Leadership Academy (SLA) Training update

- By Kevin Samsel & Michael Tully

Beginning with the first of 6 (two-day) sessions in July 2011, Tehama County Probation Department began hosting the SLA: Cultivating an Evidence-Based Organization which was developed by a group of advisors who were national leaders in implementing Evidence-Based Practices. The academy was developed in cooperation with the Crime and Justice Institute and the US Department of Justice and funded through the National Institute of Corrections. The Goal of the academy is to provide first line supervisors and mid-level managers the leadership knowledge and skills required to support implementation of Evidence-Base Practices. Participants are matched with a peer mentor to interact with between the monthly sessions. Peers work together to complete e-modules, develop presentation projects and encourage and coach each other for the duration of the academy.

As we are in the midst of planning and preparation for AB109 realignment, the timing of the academy and opportunity of networking with our peers is proving to be an invaluable benefit. Many of the participants are from the member counties of the Northern California Probation Consortium further adding to the depth of discussion and relationship building of the participants and instructors/facilitators. Networking with participants and facilitators has resulted in broader interests being discussed and the circulation of sample sanction and incentive matrices to all the academy participants.

Part of our homework for the first session in July was to ask our colleagues and staff to participate in a leadership survey. We appreciate that staff took the time to complete the survey and provide valuable feedback. The surveys were collated and are being used to develop Leadership Development Plans that will help us identify measurable and time specific goals. Another benefit of the academy includes a library of publications for check out, web-links to additional resources and copies of tools/processes being used by other Counties.

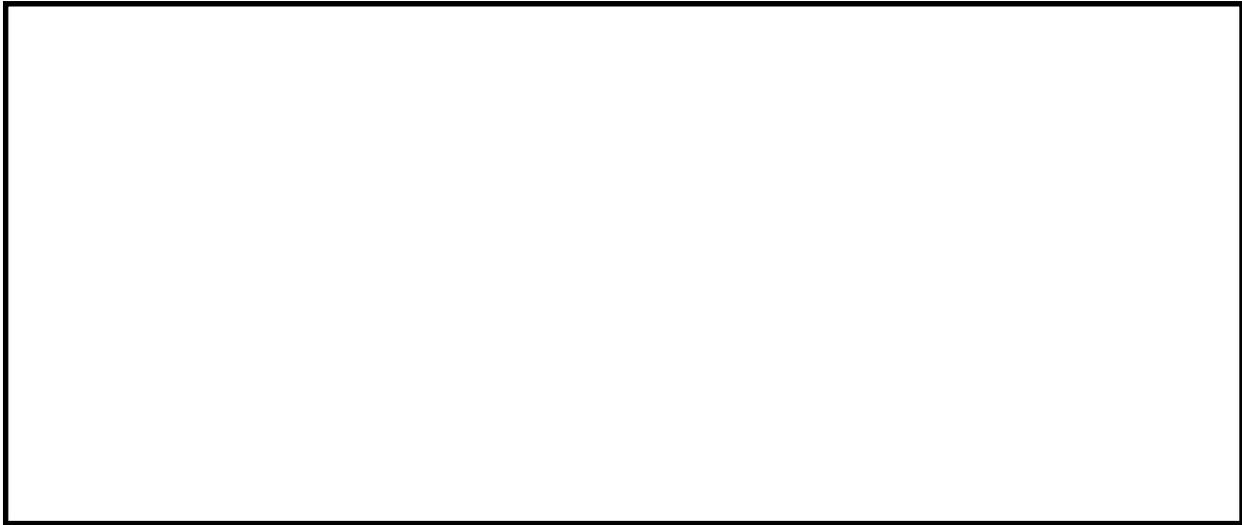
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Humboldt County Probation Department

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As participants of the SLA, we intend to bring back and share items of relevance and merit in hopes of enriching our Departmental culture and work efforts. As leaders can arise from any and all within an organization, where rank and file are not a prerequisite, the following powerful example, found in the book “The Leadership Challenge” by James Kouzes and Barry Posner, is provided for your ponderment:

### Five Exemplary Leadership Practices

Model the Way  
Inspire a Shared Vision  
Challenge the Process  
Enable Others to Act  
Encourage the Heart

